

**School Resource Officer Employment Information as  
Requested by the Public Safety Committee**

**Public Safety Committee Meeting  
January 28<sup>th</sup>, 2013**

**Presented by:**

**Major Jacoby O'Gwynn  
& Captain Barry Hendrixson**

Public Safety Committee Members,

I apologize that I am not with you this evening. I had a prior engagement that could not be rescheduled. The information you have requested will be presented by Major Jacoby O'Gwynn and Captain Barry Hendrixson. They will answer any questions you have, and below I have prepared a brief explanation of the information they will be presenting.

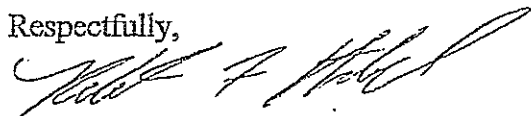
The following information shows the cost of: hiring S.R.O.s, Training, Equipment, and Vehicles. The cost has been separated to show budget requirements of each month up to the new budget year if we start the S.R.O.s on March 1<sup>st</sup>, 2013. The number of S.R.O.s on July 1<sup>st</sup>, 2013 will increase from 11 new positions to 13 as a result of the addition of Stewart's Creek High School.

This information you have requested is an estimate only. We will not be able to provide solid numbers on the cost of new personnel because we do not know the exact years of experience the new S.R.O.s have. We will have an interview process to select the new S.R.O.s and only then will we be able to determine the total cost. We have calculated the numbers with an average of 5 years experience. The monthly numbers you see below may fluctuate up or down as much as 2,000 to 6,000. The vehicle estimate is a high estimate and should hopefully lower by several thousand dollars. The vehicles and equipment has to go through a bid process, and we will not know the exact numbers until the bid process has been completed.

If these positions are approved it will take several weeks to train the new S.R.O.s and have them assigned to their own school. The sooner these positions are approved the sooner we will have our most precious resource protected and be able to learn in a safer environment.

Approving these positions will not in anyway shield us from ever being subjected to the tragedies that have occurred across our nation over the past few years. This will be a positive step in the right direction to help detour tragedies in our own schools. We cannot prevent someone from committing such unthinkable acts, however we can do what is within our power to do and that is provide a visible deterrent in the form of a SRO.

Respectfully,

A handwritten signature in dark ink, appearing to read "Robert f. Arnold", written in a cursive style.

Sheriff Robert f. Arnold

### Start date of March 1<sup>st</sup>, 2013

Personnel	Salary & Benefits	Number of S.R.O.s Requested	Totals with a Start date of March 1st thru the end of the budget year (July 1st)
S.R.O. With 5 years experience (Pay Grade 6)	\$52,430.00 each	10	\$174,766.00
S.R.O. Sgt. With 5 years experience (Pay Grade 7)	\$58,730.00 each	1	\$19,576.00
	<b>TOTAL</b>	<b>REOCCURRING COST</b>	<b>\$194,342.00</b>
One Time Expenses	Cost Estimate	Number requested	
Vehicle	\$51,832.00 each	11	\$570,152.00
Equipment	\$7,870.00 Per Deputy	11	\$86,570.00
Training	\$3,000.00 Per Deputy	11	\$33,000.00
	<b>TOTAL</b>	<b>ONE TIME COST</b>	<b>\$689,722.00</b>
<b>*FROM MARCH 1<sup>st</sup> TO END OF BUDGET YEAR 2013</b>	<b>Total Cost Estimate</b>	<b>Including Personnel</b>	<b>*\$884,064.00</b>

### Start date of April 1<sup>st</sup>, 2013

Personnel	Salary & Benefits	Number of S.R.O.s Requested	Totals with a Start date of April 1st thru the end of the budget year (July 1st)
S.R.O. With 5 years experience (Pay Grade 6)	\$52,430.00 each	10	\$131,075.00
S.R.O. Sgt. With 5 years experience (Pay Grade 7)	\$58,730.00 each	1	\$14,682.00
	<b>TOTAL</b>	<b>REOCCURRING COST</b>	<b>\$145,757.00</b>
One Time Expenses	Cost Estimate	Number requested	
Vehicle	\$51,832.00 each	11	\$570,152.00
Equipment	\$7,870.00 Per Deputy	11	\$86,570.00
Training	\$3,000.00 Per Deputy	11	\$33,000.00
	<b>TOTAL</b>	<b>ONE TIME COST</b>	<b>\$689,722.00</b>
<b>*FROM APRIL 1<sup>st</sup> TO END OF BUDGET YEAR 2013</b>	<b>Total Cost Estimate</b>	<b>Including Personnel</b>	<b>*\$835,479.00</b>

**Start date of May 1<sup>st</sup>, 2013**

<b>Personnel</b>	<b>Salary &amp; Benefits</b>	<b>Number of S.R.O.s Requested</b>	<b>Totals with a Start date of May 1st thru the end of the budget year (July 1st)</b>
S.R.O. With 5 years experience (Pay Grade 6)	\$52,430.00 each	10	\$87,882.00
S.R.O. Sgt. With 5 years experience (Pay Grade 7)	\$58,730.00 each	1	\$9,788.00
	<b>TOTAL</b>	<b>REOCCURRING COST</b>	<b>\$97,171.00</b>
<b>One Time Expenses</b>	<b>Cost Estimate</b>	<b>Number requested</b>	
Vehicle	\$51,832.00 each	11	\$570,152.00
Equipment	\$7,870.00 Per Deputy	11	\$86,570.00
Training	\$3,000.00 Per Deputy	11	\$33,000.00
	<b>TOTAL</b>	<b>ONE TIME COST</b>	<b>\$689,722.00</b>
<b>*FROM MAY 1<sup>st</sup> TO END OF BUDGET YEAR 2013</b>	<b>Total Cost Estimate</b>	<b>Including Personnel</b>	<b>*\$786,893.00</b>

**Start date of June 1<sup>st</sup>, 2013**

<b>Personnel</b>	<b>Salary &amp; Benefits</b>	<b>Number of S.R.O.s Requested</b>	<b>Totals with a Start date of June 1st thru the end of the budget year (July 1st)</b>
S.R.O. With 5 years experience (Pay Grade 6)	\$52,430.00 each	10	\$43,690.00
S.R.O. Sgt. With 5 years experience (Pay Grade 7)	\$58,730.00 each	1	\$4,894.00
	<b>TOTAL</b>	<b>REOCCURRING COST</b>	<b>\$48,584.00</b>
<b>One Time Expenses</b>	<b>Cost Estimate</b>	<b>Number requested</b>	
Vehicle	\$51,832.00 each	11	\$570,152.00
Equipment	\$7,870.00 Per Deputy	11	\$86,570.00
Training	\$3,000.00 Per Deputy	11	\$33,000.00
	<b>TOTAL</b>	<b>ONE TIME COST</b>	<b>\$689,722.00</b>
<b>*FROM JUNE 1<sup>st</sup> TO END OF BUDGET YEAR 2013</b>	<b>Total Cost Estimate</b>	<b>Including Personnel</b>	<b>*\$738,306.00</b>

**Start date of July 1<sup>st</sup>, 2013**

<b>Personnel</b>	<b>Salary &amp; Benefits</b>	<b>Number of S.R.O.s Requested</b>	<b>Yearly Totals with a start date of July 1st, 2013</b>
S.R.O. With 5 years experience (Pay Grade 6)	\$52,430.00 each	12	\$629,160.00
S.R.O. Sgt. With 5 years experience (Pay Grade 7)	\$58,730.00 each	1	\$58,730.00
	<b>TOTAL</b>	<b>REOCCURRING COST</b>	<b>Total \$687,890.00</b>
<b>One Time Expenses</b>	<b>Cost Est.</b>	<b>Number requested</b>	
Vehicle	\$51,832.00 each	13	\$673,816.00
Equipment	\$7,870.00 Per Deputy	13	\$102,310.00
Training	\$3,000.00 Per Deputy	13	\$39,000.00
	<b>TOTAL</b>	<b>ONE TIME COST</b>	<b>\$815,126.00</b>
	<b>Total Cost Estimate</b>	<b>Including Personnel</b>	<b>\$1,503,016.00</b>

**\*TRAINING:** If SRO positions are filled with P.O.S.T. certified Deputies currently working at the Sheriff's Office, their positions will be filled with current employees that are not P.O.S.T. certified. Most of these current employees will be Detention Officers. The \$3000.00 training cost will cover the cost of putting replacements through the Tennessee Law Enforcement Training Academy, therefore making them P.O.S.T. certified. This cost will also cover the SRO specific certification, mandated by T.C.A. 49-6-4217, for newly hired P.O.S.T certified SROs.

#### **49-6-4217: Employment Standards for SROs**

- A. Training courses for SROs shall be designed specifically for school policing and shall be administered by an entity or organization approved by the P.O.S.T. Commission
- B. SROs shall participate in 40 hours of basic training in school policing within 12 months of assignment to a school. Every year thereafter they shall participate in a minimum of 16 hours of training specific to school policing that has been approved by P.O.S.T.
- C. Within 30 days of the beginning of the school term, each LEA (Local Education Agency) shall publish and deliver to the commissioner an annual report of the employment standards adopted by the LEA. The report shall include a description of the LEA's methods of enforcing the employment standards.

#### **49-6-4202: SRO definition**

- A. SRO means a law enforcement officer as defined under 39-11-106 who is in compliance with all laws, rules of P.O.S.T. and who has been assigned accordance with a Memorandum of Understanding between the Chief of appropriate law enforcement and the LEA.

### Equipment breakdown to outfit a new S.R.O.

4	Long Sleeve Shirts	\$212	Shackles	\$46
4	Short Sleeve Shirts	\$196	Leather Gloves	\$36.50
4	Khaki Pants	\$120	Rain Coat	\$78
4	Embroidered Polo's	\$156	Freeze plus P	\$10
	Trouser's	\$258	Flex Ball Cap	\$12
	Winter Coat	\$110	Toboggans	\$9
	Light Weight Jacket	\$87	Traffic Vest	\$28
	Tie	\$6	Pistol	\$620
	Freeze Pouch	\$25	Shotgun	\$550
	Name Tag	\$12	Colt M-4 Rifle	\$1,100
	Badge	\$90	AED	\$1,100
	Foot Wear	\$220	Vertex VX-924 Radio	\$536.00
	Phone	\$200	<b>Total</b>	<b>\$7,870.00</b>
	Computer	\$1,200		
	Vest	\$450		
	Gun Belt	\$42.50		
	Holster	\$65		
	ASP	\$75		
	Mag Pouches	\$40		
	Glove Pouches	\$20		
	Hand Cuff Case	\$20		
	Hand Cuffs	\$30		
	Sure Fire Light and Holder	\$110		

## Vehicle & Equipement for a Deputy

Vehicle	\$31,000	Spit Mask	\$6
Graphics and Installation	\$700	Finger print kits	\$70
Light bar, Siren, speaker and light switch	\$2,250	Jumper Cables	\$60
Safety Cage	\$700	Jack & 4 way lug	\$100
Wig Wags	\$60	Disposable Blanket	\$5
In Car Camera	\$8,040	Installation of Equip	\$1200
Jotto Desk Consoles	\$280	Lap Top Stand	\$375
Mag Light	\$120	Panasonic 53 Lap Top	\$2,980
Four Corner Strobes	\$300		
Brush Guard	\$450	<b>TOTAL</b>	<b>\$51,832.00</b>
Shotgun Rack	\$320		
Back window guards	\$320		
Stinger (spike system)	\$400		
Lockout kit	\$70		
Two Way Radio / speaker	\$326		
Trunk Mount Antenna	\$65		
Fire Extinguisher / Bracket	\$110		
Automatic Vehicle Locator	\$1,300		
Storage Box	\$45		
Medical Bag and contents	\$120		
Window Punch	\$7		
Blood Borne Compliance kit	\$10.50		
Seat Belt Cutter	\$20		
Leg Restraints	\$22.50		